

SOUTH WESTERN AMBULANCE BRANCH



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UNISON Dispute – Unilateral changes to terms and conditions – Incremental Progression

9th December 2011

Dear Sue,

I am writing to you on behalf of South Western Ambulance Branch to raise a dispute with the Trust over changes to the disciplinary and capability policies which were notified to staff through the weekly bulletin.

As you are aware our branch has rejected the last proposal on behaviour linked incremental policy, which the Trust raised at JNCC and PPPG meetings, and which was formally recorded in a letter to you dated 12th September 2011. In your JNCC paper dated 13th October 2011 you state that although the consultation has ended the policy changes will be amended and formalised through the PPPG and Trust board.

We were extremely disappointed to have seen in the bulletin (25th November 2011) that changes have been made to the above policies, which are subject to our agreed partnership forums, without our agreement or meaningful consultation. The changes could well amount to a unilateral breach of contract, and certainly forms a breach of our collective agreement processes. We have therefore informed our members of this potential breach.

In our letter dated 12th September it was stated that we would be forced to take legal action should this be implemented and I reiterate that this places a financial risk on the Trust if you continue to force this policy through. I have copied in our Non Executive Directors to this letter so that they can understand the financial risks involved and the possible cost to public money which will be a result of this unilateral action.

We would rather see this time, effort and money invested into the PDR and KSF processes to support good performance, conduct and improve patient care.

UNISON... *The Union For Ambulance Personnel*

BRANCH SECRETARY; ALAN LOFTHOUSE

BRANCH CHAIRMAN; IAN KNIGHT

BRANCH TREASURER; GRAHAM ROWLAND

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I would also like to direct you to the same letter in which we have stated that the Trust does not need to implement this policy as the current Agenda for Change agreement already covers circumstances in which pay progression can be withheld and the circumstances and safeguards which apply.

We will now notify our members of this dispute and seek legal advice on our next steps.

Please accept this letter as a formal notification of dispute.

Yours Sincerely



Alan Lofthouse
Branch Secretary
South Western Ambulance Branch
UNISON

Cc: UNISON Members
Branch Executive
SWASFT – Non Executive Directors
Ken Wenman, Chief Executive
Chris Dayus, Regional Organiser, UNISON
Sara Gorton, National Officer, UNISON